

CODE OF CONDUCT

INTRODUCTION

Scandicore Nordens Pappersindustri AB (abbreviated to "SNP" below) wants to be a responsible employer. The business must be managed on a basis of respect and consideration for human rights, people's health and safety and the environment. Both the employees and the management are responsible for ensuring compliance with this Code of Conduct. The Code provides SNP with guidance on ways to behave in a range of different situations. It protects us and shows where the boundary between appropriate and inappropriate behaviour lies. Everyone is encouraged and expected to report any violation of this Code of Conduct.

FUNDAMENTAL LAWS AND REGULATIONS

SNP must respect laws and regulations wherever it carries on its business.

SNP must respect fundamental human rights and international labour standards as set out in the UN Declaration of Human Rights and the core conventions of the International Labour Organisation (ILO).

SNP does not tolerate any form of child labour. Unless local legislation stipulates a higher age limit, no-one below the age for completion of compulsory education or below the age of 15 may be employed (14 if national legislation so permits).

Forced labour or non-voluntary labour may not be used and employees are free to terminate their employment, giving a reasonable notice period in accordance with a national law or agreement.

SNP recruits and treat its employees in a way that does not discriminate on grounds of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, trade union affiliation, social or ethnic origin.

SNP values diversity and promotes fair treatment and equal opportunities in recruitment, establishment of salaries, further training and promotion of employees, regardless of race, religion, political opinion, gender, age, nationality, sexual orientation, marital status or disability.

All SNP employees are treated with dignity and respect.

Corporal punishment and physical, sexual, psychological or verbal harassment or abuse is prohibited.

As far as applicable laws allow, all employees have the right to join or refrain from joining trade union organisations. It is thus not acceptable to take disciplinary or discriminatory action against workers who organise or join an organisation in order to peacefully safeguard their rights.

No form of extortion or bribery, including inappropriate offers of payment to or from employees or organisations, is tolerated.

HEALTH AND WORKING ENVIRONMENT

SNP is committed to ensuring that employees and others who spend time at our premises have a safe, healthy working environment. SNP must adopt appropriate measures to prevent accidents in the workplace and occupational diseases. We are vigilant in our working environment and immediately report hazardous situations. Working conditions, hours of work and wages for minors with the right to carry out certain work must be appropriate to their age. All employees must be able to achieve a healthy balance between work and leisure time.

ENVIRONMENT

SNP aims to be a responsible company with regard to environmental matters and endeavours to reduce the environmental impact of its own activities. Applicable rules regarding the environment must always be obeyed. Goods and materials that could give rise to environmental and health risks must be avoided.

RELATIONSHIPS WITH BUSINESS PARTNERS

SNP's contacts with business partners are characterised by impartiality and conform to good business practice.

SNP guarantees our business partners' privacy in terms of business secrets and all other confidential business-related information to which we have access in our business activities.

SNP's employees may not offer bribes to business partners or accept bribes. Each employee must be aware of what is classified as a bribe. Entertainment is permitted, but must take place in moderation and must take into account any restrictions with regard to these matters imposed by the parties involved.

The Code of Conduct applies to all operations within SNP and to all parties that contribute to SNP's products, services and other business activities.

SNP suppliers are responsible for ensuring that their own organisation and subcontractors are made aware of SNP's Code of Conduct.

